

Directions for Completing the Certificated Staff Performance Incentive Act Application Form

1. Go to the California Department of Education's awards web site at:

<http://www.cde.ca.gov/psaa/awards>

2. Click on: "AB 1114 Eligible Schools List", then "View List of AB 1114 Eligible Schools by County."
3. Look up your district to see if you have any eligible schools.
4. CDE estimates that only a few of the schools listed have a realistic chance of receiving awards. Therefore we recommend that you restrict your review to only those schools within the following ranks:

Estimated Ranks

Elementary schools – 1 through 210

Middle schools – 1 through 57

High schools – 1 through 32

5. Please note that pending litigation challenging eligibility could result in additional schools becoming eligible for this award. **These additional schools would affect the rankings substantially, in some cases causing schools to be "bumped" to a lower rank.**
6. After reviewing the CDE site, please sign the enclosed certification form, and return it to the CDE at the address below.
7. Also, on a separate page, please include the names and addresses of contact persons for each of the exclusive representatives of the bargaining units for teachers and other certificated staff for each of the awards eligible schools.
8. This information needs to be **received by the CDE by close of business May 1, 2001** in order for CDE to make the scheduled apportionment of the money for this award. **Failure to submit the data in a timely manner could result in your school(s) missing the deadline for making the apportionment, and as a result your school(s) would not receive any money.**
9. If you have any questions regarding this memo, please contact Jennifer Rousseve or Kathleen Seabourne, consultants in the Awards Unit at (916) 657-3810.
10. Please send the requested information to the following address:

California Department of Education
Awards Unit
721 Capitol Mall, 4th Floor
Sacramento, CA 95814

Certificated Staff Performance Incentive Act Application Form

I certify that the school(s) in my organization listed on the California Department of Education's web site at:

<http://www.cde.ca.gov/psaa/awards>

indicated as being awards eligible, have met the criteria adopted by the State Board of Education pursuant to *Education Code* Section 44651(b). I am also providing the names and addresses of the contact persons for the exclusive representatives of the bargaining units for teachers and other certificated staff at each of these schools.

Signed

Date

Printed Name

Title

District/Charter School

Address

CD Code

Note: Please attach the names and addresses of your bargaining unit representatives to this form. (Education Code section (44652))

CALIFORNIA CODES
EDUCATION CODE
SECTION 44650-44654

44650. (a) The Certificated Staff Performance Incentive Act is hereby established for the purpose of awarding one-time performance awards to teachers and other certificated staff in underachieving schools, where the academic performance of pupils significantly improves beyond the minimum percentage growth target established pursuant to Section 52052.

(b) The State Board of Education shall establish criteria for determining the eligibility of schools to receive the awards and shall determine the amount to be allocated to a school, based on the number of teachers and other certificated staff eligible to receive an award. The maximum award allocated to a school per full-time equivalent certificated staff shall not exceed twenty-five thousand dollars (\$25,000). The total amount of the awards allocated under this article shall not exceed the total amount appropriated for the purposes of this article.

(c) This article shall be implemented subject to the appropriation of funds for the purpose of this article in the annual Budget Act.

44651. (a) Any school district or charter school that maintains classes in kindergarten or any of grades 1 to 12, inclusive, may apply for funding under this article if it meets the conditions of subdivision (b). County boards of education, county superintendents of schools, and state agencies shall not be eligible to participate.

(b) To be eligible for funding under this article, a school shall meet all of the following conditions:

(1) The school's aggregate score for student performance on the state Academic Performance Index established pursuant to Section 52052 was below the 50th percentile relative to other public schools in the state in the prior year.

(2) The school has met the criteria established by the board pursuant to subdivision (b) of Section 44650.

44652. The Superintendent of Public Instruction shall allocate funds to school districts and charter schools that have certified to the superintendent that they satisfy the conditions of subdivision (b) of Section 44651, based on the amount determined pursuant to subdivision (b) of Section 44650. At the time of the allocation the Superintendent of Public Instruction shall notify the exclusive representatives of the teachers and other certificated staff in each district of the availability of these funds.

44653. Upon receiving an allocation from the Superintendent of Public Instruction for the purpose of awarding awards, the governing board of the school district shall negotiate individual teacher and other certificated staff salary award amounts with the exclusive representative of the bargaining unit of the teachers and other certificated staff. In the event that the governing board and the

exclusive representative of teachers and other certificated staff do not reach an agreement regarding the amount of the award or if the teachers and other certificated staff are not represented by an exclusive bargaining representative, all teachers and other certificated staff at the school shall receive a salary award amount that is equal to a percentage of their base salary that is determined by dividing the total amount awarded to a school by the sum of the annual base salaries for teachers and other certificated staff of the school.

44654. (a) Funds awarded pursuant to this article shall not become part of a district's revenue limit, and shall be identified as a separate item of expenditure on any financial reports filed by school districts with the state pursuant to any state law or regulation.

(b) Salary award amounts received by teachers and other certificated staff pursuant to this article shall not be considered compensation for the purposes of calculating retirement benefits or contributions, or for any other benefit that an employee is eligible to receive where the benefit or contribution amount is calculated based on compensation.

(c) It is the intent of the Legislature that funds appropriated for the purposes of this article shall be fully expended based on the criteria established in subdivision (b) of Section 44650. However, if unexpended funds are available, they shall continue to be available for allocation for the intended purpose of the appropriation in subsequent years.

Section 1034, California Code of Regulations

To be eligible to receive awards under the Certificated Staff Performance Incentive Act, school sites must have attained a statewide decile rank of 1-5 in the base year of the current growth API and must meet all of the relevant statutory requirements and each of the following requirements:

- (a) Each school site must have improved by a minimum of two times its annual growth target on its API between the base year and the current growth year.
- (b) All numerically significant ethnic or socioeconomically disadvantaged subgroups at a school must have improved by a minimum of two times their annual growth targets, simplified to the nearest whole number (i.e., 1.51 equals 2). However, all numerically significant ethnic or socioeconomically disadvantaged subgroups with an API of 800 or above must maintain a subgroup API of 800 or above.
- (c) In addition to subdivisions (a) and (b) above, each school site shall have the required participation rate for the 2000 growth API, as calculated by the department. For the 2000 growth API, each school must show improvement between the 1998 and 1999 testing on the nationally-normed test pursuant to Education Code section 60642.
- (d) The local educational agency must complete an application on behalf of their eligible schools, which shall include:
 - (1) The number of eligible schools;
 - (2) Certification that the data used in the API calculations from the schools is accurate; and
 - (3) A list of certificated staff in certificated positions on an FTE basis at each of the eligible schools.